

**COLLECTIVE AGREEMENT**

**between**

**LOCKHEED MARTIN CANADA INC.  
d/b/a  
COMMERCIAL ENGINE SOLUTIONS – MONTREAL**

**And**

**L'ASSOCIATION DES TRAVAILLEURS ET TRAVAILLEUSES DE LOCKHEED  
MARTIN (ATTLM FISA)**

**represented by**



**September 1, 2017 – January 28, 2023**

*If an inconsistency arises between the English and French versions of this Collective Agreement, the English version will be considered accurate.*

**15113(01)**

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## ARTICLE 1: AGREEMENT AND PURPOSE

This AGREEMENT is made and entered into this day of by and between Lockheed Martin Canada, Inc., d/b/a Lockheed Martin Commercial Engine Solutions— Montreal, located at 7171 Côte Vertu Ouest, Saint-Laurent (Québec), hereinafter referred to as the "Company", and the Association des travailleurs et travailleuses de Lockheed Martin, hereinafter referred to as the "Union."

The purpose of this Agreement is, in the mutual interest of the Company, the Union, and the employees to provide for the operation of the Company's services under methods, which shall further, to the fullest extent possible, ensure the safety and the efficiency of operation. It is recognized by this Agreement to be the duty of the Company, the Union, and of the employees to cooperate fully, both individually and collectively, for the advancement of that purpose to define the relation between the Company and the Union, the wages and working conditions of employees of the Company represented by Union and the means by which complaints, grievances and disputes shall be resolved promptly and equitably.

## ARTICLE 2: RECOGNITION

Section 1: The Company recognizes the Union as the exclusive collective bargaining agent for all employees in the production and maintenance bargaining unit and clerical bargaining unit employed by the Company in its Engine Solutions Division at its facility located at 7171 Côte Vertu Ouest, Saint-Laurent (Québec), in accordance with the certification document issued by the Canada Industrial Relations Board, under the provisions of the Canada Labour Code, unless otherwise directed by the Canada Industrial Relations Board.

Section 2: No employee covered by this Agreement shall be interfered with, restrained, coerced, or discriminated against by the Company, because of memberships in or lawful activity on behalf of the Union.

## ARTICLE 3: MANAGEMENT RIGHTS

The Union acknowledges that it is the exclusive function of the Company:

To maintain order, structure and efficiency, and to establish all Company policies and procedures;

To hire, classify, direct, transfer, promote, allocate training, evaluate performance, demote, layoff, discipline and dismiss employees, provided that this does not breach any terms of the Collective Bargaining Agreement;

To manage the industrial enterprise in which the Company is engaged and without restricting the generality of the foregoing, to determine the number and location of plants, the kinds and locations of machines, tools and equipment to be used, the control of materials and parts, components, the schedules of production and the extension, limitation, curtailment, or cessation of operations, and to study and introduce new improved methods, processes, materials and facilities, and to establish rules and regulations covering the operation of its business provided that the said rules shall be consistent with this Collective Bargaining Agreement. The company shall notify the Union Chief Steward of any new or modified rules and regulations.

#### **ARTICLE 4: TECHNOLOGICAL CHANGE**

Section 1: The Company intends to utilize the most efficient machines, processes, systems, methods and/or materials. The Company will provide training for its employees as part of their continuous developmental skills program so that they may have the opportunity to acquire the knowledge and skills required by the introduction of new technology/equipment.

Section 2: The Company will provide notification to the Union in accordance with the provisions of the Canada Labour Code Section 52 of the Company's plans to introduce new technology/equipment, which may affect employees. This notification shall inform the Union of anticipated schedules for introduction of new technology/equipment, and will identify areas of skill impacts and the training programs associated with those impacts. The Company will provide training that is designed to make an employee fully proficient in their current job classification and to gain proficiency utilizing any new technology/equipment. In the event an employee refuses such training, or is unsuccessful in learning the qualifications/skills needed to utilize the new technology/equipment, the Company and the Union will meet immediately to determine the proper course of action which may include dismissal due to the inability to meet job requirements.

Section 3: Training as a result of new technology/equipment that impacts current job requirements will be offered based on the Company's developmental skills program within classification to those departments affected, and seniority. Employees sent to training courses provided by external vendors shall be required to sign an agreement requiring the employee to repay the cost to the Company of the course should the employee subsequently voluntarily terminate their employment within six (6) months after completion of the training course. In that case, all charges incurred by the Company for the purposes of the training are subject to reimbursement on a prorated basis for a period of three (3) years. The employee will be notified of the cost of the course at the time they are presented with the agreement.

#### **ARTICLE 5: SUBCONTRACTING AND OUTSOURCING**

Section 1: It is understood that the Employer has the right to outsource/subcontract any of the work, so long as the outsourcing/subcontracting does not result in the layoff of any Bargaining Unit employee,

Outsourcing / subcontracting will occur for the following reasons:

- 1) The Employee(s) are not certified, qualified, and/or competent to perform the required work
- 2) Management determines the Employee(s) do not have sufficient time to perform the work
- 3) Machine or equipment breakdown on a temporary basis
- 4) Operational peak or capacity restraints
- 5) Where the nature or volume of the work is such that it does not justify the capital or operating expenditure involved.

Section 2: The Company will provide the Union with written notice of the intent to outsource/subcontract and meet and consult with the Union prior to any work being outsourced/subcontracted, if possible. Should this occur the Company will advise the Union after the fact.

## **ARTICLE 6: UNION SECURITY**

Section 1: All employees covered by this Agreement shall become members of, and maintain membership in good standing in the Union as a condition of employment.

Section 2: Membership in the Union shall be available to any employee eligible under the constitution of the Union upon payment of initiation or reinstatement fees uniformly required of all other such applicants by the Union.

Section 3: New employees shall become members of the Union the date they commenced employment with the Company and shall maintain membership as a continuing condition of employment, inclusive of the probationary period.

Section 4: As a requirement of employment under this Agreement, the Company shall deduct the amount of Union dues from their wages, each pay period, and shall remit the amount withheld to the specified Union location monthly.

Section 5: The amount to be deducted will be advised by the Union in writing to Human Resources Department, no later than thirty (30) days prior to any changes. The Company will be notified in writing by the Union official as to where to remit such withheld dues.

## **ARTICLE 7: STRIKES AND LOCKOUTS**

So long as this Agreement is in effect, the Union will not engage in, authorize, or recognize any strike, picketing, sympathy strike, slowdown, stoppage of work, planned inefficiency or any other curtailment of work or restriction or interference with production, for any reason whatsoever. Upon learning of any unauthorized strike, picketing, sympathy strike, slowdown, stoppage of work, planned inefficiency or any other curtailment of work or restriction or interference with production, the Union shall take all necessary steps to avert or bring such activity to a prompt termination. So long as this Agreement is in effect the Company shall not cause or engage in any lockout.

## **ARTICLE 8: UNION REPRESENTATION**

Section 1: The Company acknowledges the right of the Union to identify Union Representatives. Union Representatives will be obliged to do bargaining unit work. A total of eight (8) hours per week shall be provided to the Union to perform their duties. Once the number of employees within the bargaining unit reaches one hundred (100), the Union will be given up to sixteen (16) hours per week to perform their duties. Should the number reach two hundred (200), Union will be given up to twenty-four (24) hours per week to perform their duties. Should the number reach three hundred (300), the Union will be given up to thirty-two (32) hours per week to perform their duties. Should the number reach four hundred (400), the Union will be given up to forty (40) hours per week to perform their duties, but they will remain eligible for overtime. The parties may agree to give the Union forty (40) hours earlier based upon operational needs. The Union Representative(s) shall also serve as the Shop Steward for their respective department. The duties of the Union Representative in this capacity will involve the application and the administration of the collective agreement. Meetings between the Union Representative and the Company shall be held as required; during these meetings the Union Representative will be accompanied by a shop steward of their choice, if necessary. The Union will have access to an office with a desk, filing cabinet, internet access and a telephone.

Shop Stewards must request and receive approval from their supervisor prior to leaving their work area to handle a grievance. Supervisor approval shall not be unreasonably denied. Any employee so leaving their work shall record their time of leaving and returning to work on appropriate time cards and shall not leave their work until their supervisor has had a reasonable time (generally not to exceed thirty (30) minutes) from the moment the request is made to provide a replacement if necessary. Time limits may be extended upon mutual agreement between the Company and the Union, and will not be unreasonably denied.

Section 2: The privilege of a Shop Steward to leave their work station during working hours is extended with the understanding that the time will be devoted to providing assistance to the Union Representative and the expeditious handling of legitimate grievances and will not be abused. If the privilege is abused, the Company shall inform the Union of that fact.

Section 3: The Union shall supply the Company in writing with a list of the names, addresses and telephone numbers of the shop stewards and Union Representatives and alternates, together with all changes as they occur. The Company shall only recognize those employees so listed. When selecting a reasonable number of Union Representatives, the Union will take into account location and classifications. Time clearance for Shop Steward will be reasonable and on an as needed basis.

Section 4: Union Officials may, upon advance request of at least twenty-four (24) hours to the General Manager or his designee, be admitted to the Company's facility during regular working hours for the purpose of assisting in the adjustment of grievances as provided in the Grievance Procedure. Union Officials shall keep such time to a minimum and shall at no time disrupt the work of employees. Approval for access shall not be unreasonably denied.

Section 5: The Company will provide one (1) locked bulletin board which may be used by the Union for posting notices of Union meetings, Union elections, appointments, recreational and social affairs only. There shall be no other general distribution or posting of notices, pamphlets, advertising or, or any other type of literature on Company property other than as herein provided. In the event of violation of this section, the Company shall request, and the union shall remove the unauthorized material. The location of this board will be agreed between the Company and Union.

## ARTICLE 9: GRIEVANCE AND ARBITRATION PROCEDURE

Section 1: A grievance is: 1) a dispute regarding the interpretation, application, or breach of any of the terms of this Agreement; Canada Labour code, Memorandums of Agreement, or Letters of Understanding or 2) a dispute regarding a discipline or discharge of an employee. All grievances shall be submitted by the employee, the Union, or the Company in accordance with the grievance procedure set forth herein. Union grievances will be submitted on the grievance form that conforms with this grievance process.

Section 2: Grievances shall only be recognized or processed based upon facts or events which occurred within five (5) calendar days of when the employee, the Union, or the Company knew or by reasonable diligence should have known of the occurrence. All grievances shall state: 1) the nature of the grievance, 2) the article(s) of the Agreement alleged to have been violated by appropriate reference, and 3) the remedy requested. These steps and time limits shall be followed in all cases unless modified

by mutual agreement in writing by the Company and the Union. Failure by the grieving party to follow the procedural steps and time limits shall cause the grievance to be dismissed and cannot be re-filed for the current offense. Failure by the responding party to follow the procedural steps and time limits shall permit the grieving party to proceed to the next Step. Any time limits may be extended for up to seven (7) calendar days by the written mutual agreement of the parties.

Section 3: Grievances shall be resolved in the following manner:

- (a) Step One – Between the Employee and/or the Steward and the Employee's immediate supervisor/designee. The parties will have a verbal discussion in an effort to resolve the issue. If the issue is not resolved in five (5) calendar days, the employee may submit the grievance in writing to the employee's manager with a copy for Human Resources within five (5) calendar days.
- (b) Step Two – Between the Union Representative and Company representatives. A meeting shall be held within twenty-one (21) calendar days of the Appeal, and the responding party shall give their written answer within fourteen (14) calendar days thereafter. Company initiated grievances shall begin at Step 2. Either party may require the grievant's attendance at such meeting.
- (c) Step Three – The grieving party may submit its written intent to arbitrate within thirty (30) calendar days following the disposition of the Step Two response or expiration Step Two. The matter may then be submitted to arbitration in accordance with the provisions of the Canada Labour Code. Failure to do so shall constitute a waiver of the right of the appealing party to resort to the arbitration process and the grievance shall be deemed resolved with the Step 3 disposition.

Section 4: The Party moving to arbitration shall be responsible for notifying the arbitrator. The parties shall proceed on a rotating basis, in the listed order, before the following arbitrators:

- Andre Sylvestre
- Denis Provencal
- Suzanne Mott
- Eric Levesque
- Louise Viau

Should none of the Arbitrators be available to schedule a hearing within ninety (90) days of being appointed, the grieving party shall request the appointment of an arbitrator by the Federal Mediation and Conciliation Service as soon as practicable.

Section 5: The arbitrator shall not have the power to add to, subtract from, or modify any of the terms of this Agreement, nor to substitute their discretion for that preserved for either party in the Agreement. The arbitrator shall be bound entirely by the records presented in the form of evidence presented at the hearing and this Agreement. The decision of the arbitrator shall be final and binding upon the parties.

Section 6: Any claim under the Canada Labour Code may be submitted to the grievance and arbitration procedures of this Agreement as the sole and exclusive remedy for violations. Arbitrators shall apply appropriate law in rendering decisions based upon claims of the Canada Labour Code. Any employee who elects to use a remedy through the Canada Industrial Relations Board (CIRB) to seek a remedy outside the grievance and arbitration procedures of this agreement will not be entitled to Arbitration

within the context of this provision, and the Union agrees that such matters shall not be pursued through the grievance and arbitration procedures on behalf of the employee.

Section 7: The compensation and expenses of the arbitrator and meeting room costs shall be borne equally. Costs incurred by the respective parties for their witnesses shall be borne by the respective party, and the cost of any report or transcript shall be divided equally only if furnished by mutual consent.

Section 8-A: Unless explicitly stated otherwise, all grievance settlements are non-precedent setting, shall be without prejudice to the position of either party and shall not be referable or considered for any purpose other than to enforce the provisions of the specific settlement.

Section 8-B: Failure of the Union to process a grievance within any of the time limitations specified in Steps One, Two, and Three shall render the grievance void.

## ARTICLE 10: SENIORITY

Section 1: All employees will be considered new hires with a Company seniority date issued on the first day of employment with the Company. An employee's seniority shall accrue as provided herein and will be listed on the Company seniority list.

Section 2: New employees and those hired after a break in continuity of service shall be regarded as probationary employees for the first one hundred and twenty (120) calendar days and shall not accrue seniority under this Agreement. The Company shall have the sole right to elect to discontinue a probationary employee's employment with justification without limitation by the provisions of this Agreement. Upon successful completion of the probationary period, the employee shall be placed on the seniority list and shall be given a seniority date which is retroactive one hundred and twenty (120) calendar days to the date of hire.

Section 3: Employees classified as Temporary Employees shall not accrue seniority under the provisions of this Agreement and the Company shall have the sole right to elect to discontinue a temporary employee's employment without limitation, unless otherwise limited by the Canada Labour Code.

Section 4: Where there is more than one employee hired into the same classification on the same day, a Human Resources Representative and the Union designate shall conduct a random draw with the new hires present to determine the seniority ranking of the new employees.

Section 5: Seniority lists shall be posted by the Company, by October 1st each year, in areas that are accessible to all employees. This shall be updated by both the Company's Human Resources Department and the Union Chief Steward. Within 30 days following the posting date, an employee may contest in writing any error or omission made concerning him. This letter shall be addressed to the Company Human Resources Department and copied to a Union Representative.

Section 6: The seniority of an employee shall be terminated for any of the following reasons:

- (a) the employee quits or retires;
- (b) the employee is discharged for just cause;
- (c) the employee fails to respond to a job offer within five (5) consecutive working days of being notified;



- (d) the employee is laid off for a continuous period equal to five (5) years;
- (e) the employee does not return from an authorized leave within three (3) working days without properly notifying the Company. These circumstances will be evaluated by the Company on a case by case basis; and
- (f) the employee is absent for three (3) consecutive work days without properly notifying the Company. These circumstances will be evaluated by the Company on a case by case basis.

**Section 7:** Employees shall notify the Company in writing of their proper address and phone number or any change of name, phone number or address. All notices given under this Article by the Company shall be by registered mail. The Company shall be entitled to rely upon the last known address and phone number shown in the Company records.

**ARTICLE 11: CLASSIFICATIONS AND RATES OF PAY**

**Section 1:** Employees' wage rates shall be as follows:

Classification / Effective first pay period	9/1/2017	1/15/2018	1/14/2019	1/13/2020	1/11/2021	1/10/2022
NDT Technician 5	\$38.44	\$39.58	\$41.39	\$42.63	\$43.91	\$45.23
NDT Technician 4	\$36.66	\$37.76	\$39.47	\$40.65	\$41.87	\$43.13
NDT Technician 3	\$35.92	\$37.00	\$38.68	\$39.84	\$41.04	\$42.27
NDT Technician 2	\$34.44	\$35.47	\$36.53	\$37.63	\$38.76	\$39.92
NDT Technician 1	\$33.70	\$34.71	\$35.75	\$36.82	\$37.92	\$39.06
NDT Technician Trainee	\$32.70	\$33.68	\$34.69	\$35.73	\$36.80	\$37.91
Aero/Repair Technician 5	\$34.22	\$35.25	\$37.76	\$38.89	\$40.06	\$41.26
Aero/Repair Technician 4	\$33.16	\$34.15	\$36.58	\$37.68	\$38.81	\$39.97
Aero/Repair Technician 3	\$31.13	\$32.06	\$34.34	\$35.37	\$36.43	\$37.52
Aero/Repair Technician 2	\$28.39	\$29.24	\$30.12	\$31.02	\$31.95	\$32.91
Aero/Repair Technician 1	\$26.38	\$27.69	\$28.52	\$29.37	\$30.25	\$31.16
Aero/Repair Technician Trainee 4	\$25.88	\$26.66	\$27.46	\$28.28	\$29.13	\$30.00
Aero/Repair Technician Trainee 3	\$24.88	\$25.63	\$26.40	\$27.19	\$28.00	\$28.84
Aero/Repair Technician Trainee 2	\$23.88	\$24.60	\$25.33	\$26.09	\$26.88	\$27.68
Aero/Repair Technician Trainee 1	\$22.88	\$23.57	\$24.27	\$25.00	\$25.75	\$26.52
Electro-Mechanical Technician / Surface Treatment / Painter 5	\$33.16	\$34.15	\$36.58	\$37.68	\$38.81	\$39.97
Electro-Mechanical Technician / Surface Treatment / Painter 4	\$31.13	\$32.06	\$34.34	\$35.37	\$36.43	\$37.52
Electro-Mechanical Technician / Surface Treatment / Painter 3	\$28.39	\$29.24	\$31.32	\$32.26	\$33.23	\$34.23

Electro-Mechanical Technician / Surface Treatment / Painter 2	\$27.88	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32
Electro-Mechanical Technician / Surface Treatment / Painter 1	\$26.88	\$27.69	\$28.52	\$29.37	\$30.25	\$31.16
Electro-Mechanical Technician / Surface Treatment / Painter Trainee	\$25.88	\$26.66	\$27.46	\$28.28	\$29.13	\$30.00
Admin Technical/Production Support & Stores 5	\$26.75	\$27.55	\$28.31	\$29.67	\$30.56	\$31.48
Admin Technical/Production Support & Stores 4	\$25.75	\$26.52	\$27.73	\$28.56	\$29.42	\$30.30
Admin Technical/Production Support & Stores 3	\$24.00	\$24.72	\$25.84	\$26.62	\$27.42	\$28.24
Admin Technical/Production Support & Stores 2	\$22.96	\$23.65	\$24.36	\$25.09	\$25.84	\$26.62
Admin Technical/Production Support & Stores 1	\$21.80	\$22.45	\$23.12	\$23.81	\$24.52	\$25.26
Cleaner 5	\$31.13	\$32.06	\$33.52	\$34.53	\$35.57	\$36.64
Cleaner 4	\$28.39	\$29.24	\$30.57	\$31.49	\$32.43	\$33.40
Cleaner 3	\$25.20	\$25.96	\$27.14	\$27.95	\$28.79	\$29.65
Cleaner 2	\$22.00	\$22.66	\$23.34	\$24.04	\$24.76	\$25.50
Cleaner 1	\$16.70	\$17.20	\$17.72	\$18.25	\$18.80	\$19.36
Cleaner Trainee	\$15.70	\$16.17	\$16.66	\$17.16	\$17.67	\$18.20

**Section 1-A:** On December 7, 2017, eligible employees will receive a Lump Sum Payment of \$1,750.00. An employee must be on the active payroll as of September 1, 2017 and remain on the active payroll through December 1, 2017 to be eligible for the Lump Sum Payment.

**Section 1-B:** At the Company's sole discretion, an employee may be selected to function as a Crew Chief. An employee functioning as a Crew Chief shall receive an additional \$1.25 per hour in addition to their applicable hourly rate to perform the Crew Chief function. The terms of the Crew Chief classification are outlined in the Parties Memorandum of Understanding fully executed on August 17, 2017.

**Section 1-C:** At the Company's sole discretion, an employee may be selected to function as a Shop Certification Authority 1800 (SCA 1800). The employee must obtain the SCA 1800 certification skill to be eligible for the SCA 1800 status. With this status, the employee shall receive an additional \$1.75 per hour in addition to their applicable hourly rate.

**Section 1-D:** At the Company's sole discretion, an employee who maintains an electrical certificate "CE" shall receive an additional \$1.00 per hour in addition to their applicable hourly rate.

**Section 2:** It is understood that the Company has a right to assign an employee to carry out duties of a classification other than their own, on condition that, in the opinion of the Company, the employee is judged to have the required capability and that this does not affect their working conditions.

**Section 3:** If, during the term of this Agreement, it becomes necessary for the Company to establish new job classifications or revise an existing job classification within the bargaining unit, the Company shall meet with the Union to negotiate the new rate of pay. The Company may introduce the classification if there is an immediate need on an interim basis while bargaining proceeds.

**Section 3 - A:** A joint committee on progression shall be formed consisting of up to four representatives for the Union and up to four representatives for the Company on a frequency and duration as deemed appropriate by Management. The joint committee will meet periodically in an advisory capacity to review items of interest pertaining to progression including but not limited to evolving qualifications due to business need. Recommendations from the joint committee that will have an operational or financial impact must be reviewed and approved by the Company prior to implementation.

**Section 4:** Supervisors, employees and others not covered by the terms of this Agreement shall be permitted to perform work covered by this Agreement on an incidental basis and in the following cases, with notification to the Union Chief Steward:

- a) In emergent cases (defined as an unforeseen set of circumstances that require immediate attention)
- b) To maintain individual currency and proficiency requirements
- c) For the instruction of bargaining unit employees
- d) To do experimental work
- e) To do samples (not part of workload)
- f) In cases wherein no bargaining unit employee, who is qualified to perform such work, is immediately available
- g) In de minimis circumstances
- h) Where required by a third party or regulatory authority

**Section 5:** Parties agree to the following guidelines related to level progression:

- a) The level progression guidelines for each Classification are included as Appendix A to this Agreement. The classification status for all employees will be reviewed and adjusted as appropriate, in accordance with the progression tables provided in Appendix A of the Agreement. (See Appendix A).
- b) In order, to attain credits under the new structure, employees must submit completed documentation to the Quality Team per the current QMS process. All documentation must be validated by the employee's supervisor. The Company retains the right to ascertain the veracity of the documentation.
- c) In the event an employee under the new progression structure has the required credits (points) to attain a higher level they will be allowed to progress no more than one (1) level higher than the employee's current level.
- d) Employees are eligible to progress a maximum of one level in accordance with the applicable time period referenced in Appendix A.

- e) On a one-time basis coinciding with the ratification of this agreement, in the event an employee does not hold the required credits (points) to maintain their existing level at that time under the new progression structure, the employee will be placed in the level that matches their qualification credits at that time. The employee's existing salary will remain unchanged at the lower level until the next level of progression is achieved.
- f) Each employee must achieve the required credits (points) in each level before the employee is eligible to advance to the next level.
- g) In the event an employee requires additional time to attain the required credits (points) for progression, the committee may recommend the timeline per level be extended at the Company's discretion until the qualification is attained.
- h) In the event an employee requests to change their training path they must provide advanced notification to their direct supervisor. If approved, the employee will recognize the new timeline due to the additional training requirements to obtain the credits (points).
- i) Employees must maintain their Log Books to the satisfaction of the Company. Any inconsistencies which cause delays will be the sole responsibility of the employee.
- j) Log books will be validated by the department's supervisor on a quarterly basis.
- k) The Company will not be held responsible in the event of a volume slow down on any product type for reasons out of their control.

Section 6: The Company will establish training plans to determine skill progression in consultation with the Union Chief Steward (as required by the business but no less than once a year). Employees will maintain and complete Company-provided log books pertaining to skill/qualification within their classification.

Section 7: Should the technology required to progress not be available in the prescribed time for progression, the Company will consult with the Union Chief Steward to find an equitable alternative, in accordance with Article 4.

## ARTICLE 12: HIRING

### Section 1: Temporary Vacancy

- (a) Where the skill requirements of specific jobs are required on a non-permanent basis, the Company will hire on a temporary basis, not to exceed 26 weeks. The Company will advise these employees that the job offer is temporary in nature and supply them with a start and end date. The 26 weeks can be extended by mutual agreement between the Company and the Union. If the Company is unable to fill the position through an offer of temporary employment, or while the temporary position is being filled, a contractor may be used, in consultation with the Union.
- (b) Should the Company implement part-time employment, the Company will notify the Union regarding the part-time status of the employee(s).

## Section 2: Permanent Vacancy

- (a) Whenever new vacancies occur, employees will be given preference. Such positions or vacancies will be filled based on skills, ability, experience, and qualifications. Seniority shall be the determining factor when the above elements are equal.
- (b) All unionized permanent vacancies will be posted for a period of seven (7) working days on the Union bulletin board and through the Company's internal and external systems. If no suitable internal applicants are brought forward by this posting, the Company will fill the vacancy by other means, in consultation with the Union.
- (c) Employees who are on vacation or on authorized leave of absence during the posting period must apply to the position within the established timelines.

## Section 3: Transfers and promotions

- (a) Without prejudice to the right reserved under the Management Rights Article of this Agreement, the Company shall consider seniority, but not as the only factor, when making transfers and promotions. Where essential qualifications, skills, ability, experience, and aptitude are equal, seniority shall be the determining factor.
- (b) If any employee who has passed his probation period with the Company wishes to change his Classification for a lateral transfer or promotion, he shall make such request to his Supervisor, copy the Union in writing and provide his reasons for making such request. The request will be given due consideration by the Company. A change in level within a Classification shall not qualify as a transfer or a promotion.
- (c) All candidates will be subject to an interview process which will be conducted with the Manager and Human Resources. The objective of the interview process is to verify the qualifications, skills, ability, experience, and aptitude of the applicant for transfer or promotion. The interview recommendation and decision shall be reviewed by the General Manager or designee before a decision shall be issued.

## Section 4: Relief Assignments

- (a) When selecting individuals for relief assignments within their regular shift pattern and classification for more than two consecutive weeks, canvassing will occur within the regular shift using the required skills/qualifications of the employee being relieved, while respecting seniority in the event of multiple candidates. The employee accepting the relief assignment must be available for the total duration. The employee shall be compensated at that salary rate for that temporary period. The Union will be notified of that temporary assignment.
- (b) The Company will inform the Union of any bargaining unit employee selected for a non-represented relief assignment.

- i. A non-represented relief assignment will not exceed three (3) months. The relief assignment may be extended by mutual agreement between the Company and Union Representative. If an extension is granted beyond six (6) consecutive months, the employee's seniority will be adjusted by the amount of time exceeding six (6) months. There must be at least six (6) months between each relief assignment.
- ii. The Company and Union Representative may mutually agree to a fixed term relief assignment beyond six (6) months without loss of seniority. A fixed term relief assignment may not exceed twelve (12) months.

#### **ARTICLE 13: LAYOFF AND RECALL**

Section 1: Before resorting to layoffs, the Company shall notify the Union, in writing, approximately seventeen (17) calendar days in advance of the proposed layoff date, if possible. The Company and the Union shall meet within one (1) week of receiving such notice and try to find appropriate alternatives that could be offered to employees and that would prevent or minimize such layoffs, unless otherwise required by the Canada Labour Code.

Section 2: Should causes such as fire, flood, explosion, Act of God, or any unforeseeable work disruption affecting the operations make it necessary to reduce the working force, twenty-four (24) hours' notice will be given to the employees by the Company. The employees affected thereby shall be laid off according to classification seniority. In the event of a resumption of operations, the employees affected shall be recalled by classification seniority.

Section 3: Whenever the Company finds it necessary to reduce the work force, the Company shall notify the Union as soon as possible prior to any lay-off. All employees shall receive at least fourteen (14) calendar days' notice of the lay-off, if practicable and except in the case of lay-off as defined in Section 2. Contractors and then temporary employees in the classification from which the lay-off occurs shall be laid off first.

Section 4: When conducting a layoff, the Company will lay off the least senior employee(s) in the Classification provided that there are a sufficient number of employees remaining in the classification that are qualified to perform the remaining work.

Section 5: Employees will be recalled into the classification previously held in reverse order in which they were laid off.

#### **ARTICLE 14: HOURS OF WORK**

Section 1: The primary shift pattern governed by this Collective Agreement shall be equal to forty-two and a half (42 1/2) hours divided into five (5) consecutive days of eight and a half (8 1/2) hours and two (2) consecutive days off which shall be Saturday and Sunday. This is inclusive of a 30 minutes unpaid meal break and a 20-minute paid break on each day, for a total of forty (40) hours paid week. Shift patterns shall be based upon operational requirements and subject to change from those stated. Any variation from the standard hours must be authorized by the General Manager. The Company shall

operate one (1), (2), or (3) shifts at its discretion. Should an employee work a full shift overtime, that shift shall be eight (8) consecutive hours with a paid meal break.

Section 2: The Company shall have the right to implement additional shifts which are deemed necessary to meet operational needs. Prior to implementation, the Company will advise the Union and thereafter provide the Union with written notice of the shifts, hours, or schedules to be implemented. The Company will consider qualifications and skills and then seniority while maintaining the right to select employees as best deemed appropriate to meet operational needs. Should shift patterns be introduced, clarification with regard to selection of employees shall be discussed with the Union Representative. Article 15 - Overtime, Section 3 shall not be applicable when a regularly scheduled shift occurs on a Saturday and/or Sunday. The Company shall provide a notice of at least fifteen (15) working days. Pay shall be on the standard rate as detailed within this Collective Bargaining Agreement.

Section 3: Working hours and shift start times will be determined by the Management in consultation with a Union Representative, but are not restricted in any way. Management shall give a notice of ten (10) working days to any changes in standard working patterns, where the change is not of a temporary basis.

Section 4: If the change is of a temporary nature (less than two (2) weeks), Management shall give a minimum of twenty-four (24) hours' notice, if possible, and, in the first instance, ask for a suitable volunteer or volunteers. Should this be unsuccessful in meeting the operational requirements of the plant, the Company reserves the right to assign the lowest seniority qualified person or persons to complete the task and shall inform a Union Representative.

Section 5: Employees with less than one (1) year's seniority in a job classification may be assigned to any shift for training purposes. Afterwards, shift preference will be based on skills/qualification requirements and seniority where openings exist. However, to assure an efficient operation at all times (e.g. to balance experience among the respective shifts, provide training to employees, adjust for increased production schedules or shortages of adequately trained manpower, etc.), the Company shall have discretion to assign employees to specific shifts as required. In doing so the Company shall request qualified volunteers prior to requiring the least senior qualified employee to change shifts. The Company will discuss with the Union when a shift assignment is made based upon operational requirements. The provisions of this Article shall not prohibit temporary assignments made necessary by the absence of regular employees on a shift.

Section 6: Employees assigned to a Second (2) Shift shall receive a differential pay of \$0.65 for all hours worked on that shift. Employees assigned to a Third (3) Shift shall receive a differential pay of \$0.75 for all hours worked on that shift.

## **ARTICLE 15: OVERTIME**

Section 1: Employees shall be compensated for authorized overtime outside of scheduled shift hours at the rate of time and one half (1.5) for all hours worked except as Section 3 applies.

Section 2: The Company and the Union Chief Steward shall create overtime lists by classification and area using seniority if the employees are deemed by the Company to be equal in skills/ qualifications necessary to be performed. These lists will commence using seniority and continue on a rotational basis using turns worked and refused. A turn will consist of a four (4) hour overtime opportunity and two (2)

turns will be applied to an eight (8) hour overtime opportunity. Any overtime opportunity under four (4) hours shall not be considered a turn. New employees entering these lists will be entered as high person. Any turns worked or refused on days off (Saturday, Sunday) will be added to the rotational list on the employee's next regularly scheduled work day. This list will be reset (zeroed) every January 1<sup>st</sup>.

Section 3: Employees shall be compensated for authorized overtime worked on Saturday at the rate of time and one-half (1.5) for all hours worked. Employees shall be compensated for authorized overtime worked on Sunday at the rate of double time (2x) for all hours worked if the employee worked all authorized overtime on Saturday, otherwise the Employee shall be compensated for authorized overtime worked on Sunday at the rate of time and one-half (1.5) for all hours worked. An employee called back for work performed on Saturday or Sunday shall be paid in accordance with this Section, or four (4) hours pay at their hourly rate, whichever is greater.

Section 4: An employee called into work on a statutory holiday will receive time and one-half (1.5). Overtime conducted during a statutory holiday will not be added to the maximum of 104 hours as per Canada Labour Code.

Section 5: Overtime premium shall be calculated on the employee's regular base hourly rate, including the applicable shift premium.

Section 6: An employee may not exceed a maximum of 16 hours of overtime per pay period. By mutual agreement, an employee may exceed the 16 hours per pay period, but may not exceed 104 hours per calendar quarter.

Section 7: Employees required to work overtime shall be given reasonable notice given the circumstances requiring the overtime. For weekly scheduled overtime, employees required to work shall be provided at least twenty-four (24) hours' notice, so long as the company was aware of the need for overtime at least twenty-four (24) hours in advance, or as much as possible. Employees on shift will be given priority when canvassing overtime. The company must canvass overtime for after shift no later than two (2) hours prior to the end of the shift. If canvassing occurs later, no refusal or assigning will occur, except for holdover overtime.

For weekend overtime, an availability list will be posted on the first day of the week. Only employees who have put their name on the list will be subsequently canvassed to work the weekend overtime.

Signing up on this list will end at the end of shift on Thursday. The company will use the overtime list in conjunction with the availability list on Friday to canvass for Saturday and Sunday. The updated overtime list will be posted the first working day of the next week.

Section 8: Non-voluntary overtime shall only be called upon where operational requirements cannot be met through overtime canvassing. When assigning an employee non-voluntary overtime, the principles of Section 7 shall be utilized and an employee will be assigned in the order they were canvassed. An employee can only be assigned once in a week, unless the list is exhausted.

Section 9: An employee called back to work after completing a regular weekday or weekend shift shall be paid the applicable overtime rate for all additional hours actually worked in a twenty-four (24) period, or four (4) hours pay at their hourly rate, whichever is greater.

Section 10: For Hold-Over overtime, the principles of Section 7 shall not be utilized and the employees performing the work shall be reasonably required to continue to perform the work. Hold-Over overtime



shall be limited to no more than three (3) hours and utilized for the continuity of a required job function. No turn will occur for hold over overtime.

Section 11: Time bank will be voluntary and the employee will advise HR when entering or exiting and follow the instructions per LM Policy. Employees shall be entitled to bank a maximum of eight (8) overtime hours per week. If banking overtime hours, the premium will be paid in the pay period earned. Hours in the "bank" are therefore "straight time" when used/withdrawn. An employee's banked time shall not exceed forty (40) hours. Bank Time Paid Out will not be included for the purpose of calculating overtime. Employees shall use bank time following the rules for Personal Leave in Article 22 and/or Article 23, Vacation; Section 5-A.

Section 12: Once an employee has worked sixteen (16) consecutive hours they will be given a rest period of eight (8) hours prior to returning to work. For their next shift, the employee will be allowed to work a full shift if they so choose.

Section 13: The supervisor must furnish the Chief Steward or designee with a list of employees who accept or reject the opportunity for overtime prior to the overtime being worked. If the company agrees that a bypass has occurred, the company will create an additional opportunity equal to the amount of hours bypassed. This opportunity will be agreed to by the employee and will occur within two (2) weeks of the bypass. Should the bypass occur on a Sunday double time opportunity, the new opportunity will be paid at the double time rate and can be split into two (2) separate shifts. Should the company not agree that a bypass has occurred, the employee and union will have the right to grieve.

#### ARTICLE 16: TRAVEL TIME

Section 1: Travel is defined as all travel for work assignments or work related duties other than Field Service Work, which includes but is not limited to all courses and training, internal business meetings at alternate facilities, and technical advisories, or other similar related activities.

Section 2: A standard work day is defined as the regular shift an employee works. The company will endeavor to advise the employee of the shift pattern that will be required for the assignment if known, subject to change.

Section 3: Notwithstanding any other provision of this Agreement, employees shall be paid at straight time for all travel time. Employees shall be paid travel time from the employee's standard/regular work location or from home to the visiting work facility or place of lodging, whichever is lesser. Daily pay shall not be less than eight (8) hours pay at straight time during a standard work day (to compensate for circumstances outside of the employees control). All travel time is subject to management approval.

Section 4: Employees shall not be paid for travel time between lodging facilities and the location where the employee is working. Employees shall not be paid for travel from home to their standard/regular work location. Employees shall be responsible for using best LM practices and selecting the quickest routes to and from locations when determining their travel arrangements, in accordance with LM travel policies.

Section 5: All travel must be reviewed and approved by a manager / supervisor prior to booking with LM Travel. Employees shall complete required International Travel Security Training and consult with International Human Resources-Global Mobility in advance of travel.

For work assignments that require travel within a 100 km radius of the facility, the employee shall be paid for all travel and work time in accordance with Article 15 and in conjunction with LM travel policies.

#### ARTICLE 17: FIELD SERVICE WORK

Section 1: Field Service Work is defined as a direct operational assignment outside a 100km radius of the main facility.

Section 2: The Company, in collaboration with the Union, will determine the number of employees required to be available at any given time to perform Field Service work, by classification and skills/qualifications (meaning the ability to perform the work without direct supervisory / technical support). A rotational "Field Service List" will be established from all qualified candidates by seniority, and will rotate by turn/opportunity/assignment presented. The Company shall post the Field Service List and shall provide the Union a copy whenever it is posted or revised.

Volunteers can be added to the list at any time, and will be placed at the bottom of the list. An employee may request to have their name removed from the list by giving a thirty (30) day written notice to their direct supervisor and the Union. If an employee requests to be removed from the list, they cannot request to be added back to the list for a two (2) year time period, but is still able to be assigned. If their removal causes the list to get below the minimum number of qualified individuals, the Company will ask for volunteers to replace them. If there are no volunteers, the most junior qualified individual will be added to the list.

For the following classifications, there will be no established Field Service List. Canvassing for field service opportunities will be on a volunteer basis. If there are no volunteers, the Company will assign field service work by skill/qualification in inverse seniority order. In the event that the need arises to establish a minimum manpower requirement in the future, the Company, in collaboration with the Union, will determine the number of employees required to be available at any given time to perform field service work by classification and skills/qualifications.

- Repair Technicians
- Non-Destructive Testing Technicians (NDT)

Section 3: Employees on the Field Service List must provide a telephone number where they can be contacted at all times. If the employee is unavailable, the Company will leave a message with the assignment details and the employee must provide a response within the prescribed time period for the assignment. If the employee does not respond within the prescribed time period, the Company will move to the next person on the list.

Updated contact information and valid passports are a requirement, and the responsibility of having these documents and information for the duration of the Field Service List, rests solely with the employees. The Company reserves the right to request proof of a valid passport. All travel will be in accordance with LM Canada policies.

The Company will reimburse the employee for basic costs associated with Field Service Duty, including the cost to obtain/renew a passport. An employee, who removes themselves from the list within a two (2) year period, will be required to reimburse any costs paid out by the Company.

Section 4: In canvassing for an assignment, the company will make every attempt to get volunteers prior to assigning an employee(s) from the Field Service List. In the event there are an insufficient number of qualified volunteers to perform an assignment, the Company will assign an employee, firstly from the Field Service List in the canvassing order, and secondly from all remaining qualified employees, in inverse seniority order.

Employees on modified or restricted duties or otherwise unavailable due to leave of absence, bereavement, vacation, sick leave, jury duty, workplace injury, or military leave will be skipped on the list without penalty and will make their way to the top of the list and remain there until they return.

Section 5: For purposes of the safety and security of the employee(s), the Company will ensure that the employee will not work alone on a Field Service Assignment.

Under Canada Labour Code, the Company shall inform the affected employees on all warnings for the country, region or city of the assignment. An employee that refuses a high risk assignment shall not be penalized, and an employee subsequently will not be assigned.

Section 6: The first eight (8) hours of a field service assignment, whether worked or traveled, will be paid at the employee's regular hourly wage to account for the regularly scheduled shift, unless in conjunction with a regularly scheduled shift. All consecutive hours worked/traveled will be paid at the rate of 1.5x times the hourly rate. Double time (2x) shall not apply.

Section 7: Should an employee be passed by mistake, they will be moved to the top of the list.

#### **ARTICLE 18: INCENTIVE PAY**

The Employer may in its sole discretion implement bonus/award/recognition programs for employees in addition to the wages and benefits provided for in this collective bargaining agreement. The Employer agrees to notify the Union prior to the implementation of any such program and meet to discuss the program with the Union upon written request.

#### **ARTICLE 19: BENEFITS/HEALTH & WELFARE**

The Company agrees to implement and continue in effect for the duration of this Agreement the following LM Canada benefits: Health Plan; Dental Plan; Basic Life Insurance; Dependent Life Insurance; Optional Life Insurance; Basic AD&D Insurance; Voluntary AD&D Insurance; Employee Assistance Program; Workplace Illness/Injury Protection; Adaption Assistance; Wedding Leave; Compassionate Care Leave; Health & Fitness Fee Reimbursement Program; Membership Fees and Dues; and Discount Programs. It is understood that the Company reserves the right to modify benefits in this Article, at any time and for any reason, provided that similar modifications are made to the plan(s) applicable to LM Canada non-represented employees, or to terminate any (or all) benefits in this Article for the purpose of changing benefit providers. The Union will be provided advance notice prior to such changes.

#### **ARTICLE 20: RETIREMENT/SAVINGS PLAN**

The Company agrees to implement and continue in effect for the duration of this Agreement the LM Canada Retirement Savings Plan with the following highlights:

- Eligible on Date of Hire
- Company Match: 100% of employee's contribution of 4% (5% after five (5) years of service)
- Company contribution invested in the DPSP plan vesting immediately
- Employee contribution of a minimum of 4% invested in the RRSP plan
- Employee contributions 4%-20% (subject to CRA limits)
- Several Investment Vehicles

The aforementioned list summarizes the key benefits available to employees as of December 1, 2012. To the extent any provision in the present collective bargaining agreement contradicts the LM Canada Retirement Savings Plans such plan documents shall take precedent and prevail.

#### ARTICLE 21: HOLIDAYS

Employees shall be granted the following nine (9) statutory holidays each year:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
St-Jean Baptiste Day	Boxing Day
Canada Day	

#### ARTICLE 22: PERSONAL LEAVE

Section 1: Employees will receive forty (40) hours of personal leave each year. Personal leave allotment is based on a calendar year beginning on January 1<sup>st</sup> and ending on December 31<sup>st</sup>. Personal leave can be used in full hour increments or days. Personal leave hours may not be carried over from one calendar year to the next and will not be paid out if unused.

Section 1-A: Employees fired during the calendar year will receive a prorated amount of Personal Leave in accordance with Company practices.

Section 2: Personal leave hours may be used when an employee needs time off due to personal illness or personal business throughout the year. The employee should notify their supervisor as soon as practical related to the need to utilize personal leave. Personal leave for personal business hours will be on a first come, first serve basis, and can be taken consecutively if planned and approved by management in advance.

Section 3: If employee has exhausted personal leave hours and time bank hours, an unpaid personal leave may be granted at management's discretion.

## ARTICLE 23: VACATION

**Section 1:** Employees shall be entitled to vacation according to the following schedule:

Years of Service*	Vacation Pay	Maximum Vacation Earned Per Completed Year
0 - 5	4%	2 weeks/80 hours
6 - 14	6%	3 weeks/120 hours
15+	8%	4 weeks/160 hours

\*For purposes of determining vacation hours, for employees hired off of the Opportunity for Employment List (expired June 30, 2016) (OEL), the Company will credit prior years of combined continuous service with AVEOS and Air Canada up until the last day of employment with AVEOS.

**Section 1-A:** The Company shall offer vacation pay in accordance with Canadian Labour Code annual vacation standards. As per Canada Labour Code, vacation pay is calculated as a percentage of the gross wages an employee earns during the "year of employment". Where the vacation entitlement is 2 weeks, vacation pay is 4 per cent of earnings in the entitlement year; where the entitlement is 3 weeks, the vacation pay is 6 percent of earnings.

**Section 2:** The Vacation Year is a calendar year beginning on January 1<sup>st</sup> and ending on December 31<sup>st</sup>. Vacation time may not be carried over from one calendar year to the next and will not be paid out if unused. Exception: If a member has been on Long Term or Short-Term disability and were not able to take their original vacation selection they will take their vacation earned immediately upon return to full duties. If the company cannot accommodate the vacation immediately they will pay the employee out. If an employee is absent from work due to sickness or injury for a full calendar year, they shall not be entitled to their vacation allotment for that year.

**Section 3:** Beginning the last week of October each year, the Company shall post a calendar by trade with a schedule of available vacation weeks in accordance with production and customer requirements. The number of vacation slots available in a given week for the purpose of the bidding period only shall be a minimum of ten percent (10%) of the trade population. The Company may elect to permit more employees off on any given week based on business needs and production demands. For the following time periods, a Union Representative and the Company shall meet and discuss additional availability based on business needs and production demands:

- The one (1) week period known as "Spring Break" – to be discussed in October of the prior year
- The last two (2) weeks of July and the first two (2) weeks of August – to be discussed in April
- The last two (2) weeks of December – to be discussed in September

Employees will select vacation in three (3) waves. For each wave, for each classification, the Company will publish and provide the Union a selection schedule that sets selection time periods which allow employees to choose their vacation off of the posted vacation calendar by seniority. Employees will have set selection time periods for each wave by seniority in trade. If the employee does not submit a

choice within their scheduled time period, the next employee on the schedule may select. The employee who did not select within their time period may come back and make their selection at any time during the wave. However, when the employees is ready to choose, only weeks that are available at the time of selection will be made available. Employees must select all of their vacation time by the end of the third wave.

The parties will endeavor to complete all three (3) waves by the middle of December. Once complete, the Company will post the final calendars. Employees will have two (2) weeks to identify any errors on the calendar which the Company and the Union will discuss and correct, if necessary. This correction period is not to be used for an employee to change their selections.

Based upon the number of employees eligible to be off in a particular trade and according to the vacation schedule, vacation selections will be made based on seniority. Should an employee be deemed essential based on qualifications that prevent two employees from being off at the same time, in consultation with a Union Representative, the employee may be unable to select a particular week due to operational requirements.

Section 4: Employees must make vacation requests in five (5) day blocks of Monday through Friday. If a holiday falls within a vacation week, the employee must add an additional day to the previous Friday, the following Monday, or a day of their choice which is available at that current time within the vacation selection calendar.

Once a requested vacation has been selected, it may only be changed by the written agreement of the Company, Union Representative and the employee.

Section 5: The Company will conduct a review with a Union Representative on the third (3<sup>rd</sup>) Friday in April and the second (2<sup>nd</sup>) Friday in September to determine if there is availability to add additional vacation slots for bidding during an annual correction period or to add any dropped vacation slots. If additional slots are able to be added, they will be posted two (2) weeks prior to the vacation correction period being opened. A vacation correction period for vacation requests will be opened the second Monday of May for a two (2) week period of time and the first Monday in October for a two (2) week period. At that time, employees will be able to submit requests to change previously approved vacation requests that have not yet been taken. All requests are to be submitted in writing with a copy to a Union Representative.

Employees who submitted requests to change vacation will select new vacation in one (1) wave. For this wave, for each trade, the Company will publish and provide the Union a selection schedule that sets selection time periods which allow employees to choose their vacation off of the posted vacation calendar by seniority. Once an employee has submitted their name to move their vacation and they move to an available slot, the vacation week that they vacated will be made available. Employees will have set selection time periods for the wave by seniority in trade. If the employee does not submit a choice within their scheduled time period, the next employee on the schedule may select. The employee who did not select within their time period forfeits their opportunity to make their selection. This wave shall be held during the two (2) week period.

Section 5-A: Employees who possess forty (40) hours of time bank may request to utilize the bank for an open vacation slot. If the request is granted, the employee may not utilize the bank or accrue additional time in the bank until returning from the week off. This Section may not be utilized more than once per calendar year.

Section 6: An employee who terminates will be paid out any allotted but unused vacation hours. If they have used more vacation than has been allotted, the employee must repay the balance at time of termination.

#### **ARTICLE 24: SHORT TERM DISABILITY LEAVE**

Section 1: Short Term Disability Leaves ("STD") are for medical absences expected to last five (5) days or more. Employees must notify their supervisor of their absence as soon as possible when it is known or expected that a medical absence will last longer than five (5) days.

Section 2: The employees shall submit the appropriate and completed Attending Physician Statement form to LM Canada's Medical Health Management Provider ("MHMP") within ten (10) days of the first day of absence. Employees may obtain the Attending Physician Statement from Human Resources. This application must be completed by a legally qualified medical doctor, stipulating both the diagnosis and the prognosis. Any delays in providing the MHMP with the required documents will affect STD benefits. The attending physician may invoice the MHMP directly for a reasonable fee for completing the application. Alternatively, the employee may pay and then submit a Cheque Request form, for the reimbursement of a reasonable fee. If the Company deems the fee unreasonable, the Company and the Union will consult. The employee shall be responsible for the cost related to obtaining any additional required documentation at any time for the duration of the absence. Delays in the provision of requested documentation in excess of five (5) working days will affect the employee's eligibility for STD coverage. The employee shall collaborate with an assigned MHMP Case Manager, who will initiate and maintain contact with the employee for the duration of the absence. Failure to do so will affect the employee's eligibility for STD benefits.

Section 3: STD will be paid for up to twenty-five (25) consecutive weeks at a minimum of 70% of the employee's base pay, starting after the first week of absence. STD ends when one of the following occurs (whichever occurs first):

- a) The employee is medically certified as fit for full or modified duties and released to return to work by the treating health care provider, and confirmed by the MHMP.
- b) The approved leave expires without written documentation requesting an extension, along with the appropriate medical certification. Requests for extensions must be made in a timely manner, and the employee must provide the medical certification of continuing disability, as requested by the Company or the MHMP. If the employee does not satisfy these requirements and fails to return to work within the allotted time period, and after an immediate consultation with the Union, the employee may be considered to have voluntarily terminated their employment.

- c) The maximum period of STD for which the employee is eligible is exhausted.

Holidays, vacation or personal absence days may not be used during, or to extend the period of STD.

**Section 4:** Employees shall notify the Company at least one (1) week before their scheduled return date. Employees must also provide a suitable release from their medical doctor or confirmation from the MHMP that certifies that they are fit for return to work. The release to return to work should include applicable work restrictions and must be submitted to the MHMP for review.

**Section 5:** No disability payments are made until the confirmation is received by LM Canada from the MHMP that an absence has been medically supported. Once confirmation is received from the MHMP, any retroactive STD payments will be processed on the next available payroll. The MHMP will confirm a specific period of absence that is medically supported. In the event that the STD needs to be extended further than the current notification, disability payments will not continue until the MHMP has received all of the required documents to extend the period of absence, and the Company has received notification of the new period from the MHMP.

**Section 6:** All terms and conditions of STD Leave, including but not limited to notifications, extensions, benefit information, and return to work issues, shall be administered in accordance with LM Canada policy entitled Paid Leave (Short Term and Long Term Disability) Policy currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.

#### ARTICLE 25: LONG TERM DISABILITY LEAVE

**Section 1:** Long Term Disability Leaves ("LTD") are medical absences greater than twenty-six (26) weeks, where the employee has a restriction or a lack of ability due to an illness or injury which prevents them from performing the essential duties of their own occupation in the first two (2) years of LTD, and then any occupation for which they are qualified or may reasonably become qualified through training, education or experience, all provided by the LTD insurance provider.

**Section 2:** To receive benefits and avoid delay in payment from the insurance policy, employees must apply for the benefit directly with the LTD provider at least eight (8) weeks prior to the end of the STD period, or as soon as there is indication that the absence will extend past the STD period. When the employee reaches the end of the twenty-six (26)-week absence, and where the insurance provider has approved an LTD claim, the employee's status will be classified as LTD Leave of Absence (LOA). The insurance provider is solely responsible for salary indemnity payments and any complaints with respect to such payments shall not be subject to the grievance and/or arbitration provisions of this Agreement.

**Section 3:** All terms and conditions of LTD Leave, including but not limited to notifications, extensions, benefit information, and return to work issues, shall be administered in accordance with LM Canada policy entitled Paid Leave (Short Term and Long-term Disability) Policy currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.



## **ARTICLE 26: MATERNITY AND PARENTAL LEAVE**

Maternity/ Parental leave will be granted in accordance with the provisions of the Canada Labour Code and/or provincial law where applicable.

## **ARTICLE 27: BEREAVEMENT LEAVE**

In the event of a death of an employee's immediate family, the employee will be granted up to five (5) days bereavement leave with pay at the regular rate. This time off is three (3) days for local funerals and five days (5) for out-of-town funerals.

Immediate family includes:

- Parents (your parents, stepparents, or an individual who stood in the place of a parent to you when you were a child).
- Current spouse or current same sex domestic partner.
- Children, stepchildren, and their current spouses.
- Siblings, stepsiblings, half siblings, and their current spouses.
- Grandparents, stepgrandparents, grandchildren, and stepgrandchildren.
- Current spouse's or current same sex domestic partner's parents (same definition as employee's parents), grandparents, stepgrandparents, children, stepchildren, grandchildren, and stepgrandchildren.
- Current spouse's or current same sex domestic partner's siblings, stepsiblings, half siblings and their current spouses.

## **ARTICLE 28: JURY DUTY**

Section 1: Employees summoned to serve as a juror or as a witness for a case in which they are not a party, shall be paid at the regular rate for absences during the normally scheduled workday.

Section 2: Employees shall provide a copy of the summons for jury duty or the subpoena to serve as a witness to the Company within one (1) working day of receipt in order to be eligible for payment under this Article. Proof of jury service must be submitted to the Company upon return to work.

Section 3: Employees scheduled to work on an off shift will be moved to first shift for the duration of the jury duty or the subpoena.

## **ARTICLE 29: MILITARY LEAVE**

Section 1: The Company will grant an employee up to a maximum of fifteen (15) days of Paid Leave for Military Duty or Training during a calendar year. The days do not have to be taken consecutively.

Section 2: After fifteen (15) days of annual Military allotment has been exhausted, any additional military duty will be Unpaid Leave.

Section 3: All terms and conditions of Military Leave, including but not limited to notifications, extensions, benefit information, vacation and service accrual, and return to work issues, shall be administered in accordance with LM Canada policy entitled Military Reserve – Training and Voluntary Active Duty Policy

currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.

## **ARTICLE 30: UNPAID LEAVE**

**Section 1:** All unpaid leaves of absence shall be processed in the following manner:

- A. Leaves of absence without pay may be requested and shall be subject to approval by management based on operational requirements. Requests shall be submitted in writing at least seven (7) calendar days prior to the date such desired leave shall take effect, except in cases of emergency. It is understood by the parties that management is under no obligation to approve such requests. Requests shall include:
  1. Reasons for such leave;
  2. Effective date of such leave;
  3. Date of return to work;
- B. All unused Vacation, Personal Time, and time bank hours must be utilized prior to an employee being approved for unpaid personal leave.
- C. The written request for an unpaid leave of absence shall be submitted, in the first instance to Human Resources.
- D. If the request for the unpaid leave of absence is approved, a copy of the approved leave of absence will be given to the employee involved prior to leave.

**Section 2:** All unpaid leaves of absence shall be subject to the following general provisions:

- A. Seniority shall accumulate during the period of any approved leave of absence subject to the provisions of this Agreement.
- B. Any employee who receives a leave of absence for a definite period of time shall not be entitled to return to work until the expiration of such leave unless the Company elects to waive this provision.

**Section 3:** All terms and conditions of Unpaid Leave, including but not limited to notifications, extensions, benefit information, vacation and service accrual, and return to work issues, shall be administered in accordance with LM Canada policy entitled Unpaid Leave currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.

**Section 4:** Employees are eligible for a Compassionate Care Leave under The Canada Employment Insurance Program and the conditions of the LM Canada policy entitled Unpaid Leave.

**Section 5:** The Company will provide notice of leave to the Union.

## ARTICLE 31: HEALTH AND SAFETY

Section 1: All employees are responsible, in conjunction with the Company, for ensuring a safe working environment. Employees must ensure all safety related procedures are followed and report to their Supervisor any aspects, which they judge to be a potential hazard. It is the individual and the Company's responsibility to ensure they comply with the relevant laws and regulations.

Section 2: The parties to this Agreement agree to set up a Health and Safety Committee with the same powers and obligations as those provided for, under the law. This committee shall consist of a minimum of two (2) members appointed by the Union, and of two (2) representatives appointed by the Company.

Section 3: The role of the Health and Safety Committee is to:

- a) Receive, examine and quickly settle complaints concerning the health and safety of the employees;
- b) Maintain a record of its decisions on these complaints;
- c) Cooperate with Company officials designated to address workplace safety;
- d) Develop and promote health and safety programs aimed at educating the employees;
- e) Participate in all investigations concerning health and safety, environmental health and safety and request, when necessary and subject to management approval, the assistance of professionally and technically qualified individuals to act as advisers;
- f) Develop and implement an annual action program that includes measures and procedures aimed at protecting employees or improving their health and safety conditions;
- g) Ensure the follow-up of programs, measures and procedures related to employee health and safety;
- h) Ensure that adequate records are kept on work accidents and health hazards (any accident with or without loss of time must be reported), and regularly monitor data relating to these accidents and health hazards;
- i) Cooperate with safety officials;
- j) Request from the Company the information it considers necessary in order to evaluate the real or potential risks of materials, work methods and equipment in the workplace;
- k) Has access to government and employer reports on the health and safety of the employees;
- l) Post, on a permanent basis and in one or more prominent areas frequented by employees, the names of the Health and Safety Committee members for each work location under its complete authority, as well as the areas where these members work.

Section 4: The Health and Safety Committee shall hold meetings during working hours, at regular intervals, in accordance with the Canada Labour Code, Part II. It also shall meet in cases of emergency or exceptional circumstance, even outside working hours.

Section 5: No member of the Health and Safety Committee is personally liable for acts or omissions done in good faith in the exercise of the powers conferred upon him under the present article.

Section 6: Subject to the foregoing, the Health and Safety Committee may set its own rules on the duration of its members' mandate, not to exceed twenty-four (24) months, renewable, the date, place and frequency of its meetings and any other procedure it considers useful to its functioning.

Section 7: As soon as any incident, physical accident or accident involving equipment occurs, the Health and Safety Committee chair or their designee must be immediately contacted and advised of the accident and all related details as they are known. The Company shall nonetheless proceed with the investigation. A copy of the accident investigation report shall be provided to the Health and Safety Committee and to the employee involved in the accident.

## **ARTICLE 32: TRAINING AND DEVELOPMENT**

Section 1: Employees can request, using the Company's request form, training to increase their skills and qualifications which are reflected on the Skills and Qualifications list ("SQL"). Such requests may be granted depending on business needs, and then on a seniority basis if granted. The Company may also require training for employees and may request that qualified employees assist in training other employees as part of the Company's continuous developmental skills program.

Section 2: The Company shall make every reasonable effort to schedule employees for training within the employees' normal work schedule and shift.

Section 3: Employees sent to training courses provided by external vendors shall be required to sign an agreement requiring the employee to repay the cost to the Company of the course should the employee subsequently voluntarily terminate their employment within six (6) months after completion of the training course. In that case, all charges incurred by the Company for the purposes of the training are subject to reimbursement on a prorated basis for a period of three (3) years. The employee will be notified of the cost of the course at the time they are presented with the agreement.

## **ARTICLE 33: CONTROLLED GOODS PROGRAM**

Section 1: It is understood by and between the parties that, as a necessary condition of employment, employees may be subject to investigation for Controlled Goods clearance under the regulations of Public Works and Government Services Canada - Controlled Goods Directorate. Failure to apply, maintain or gain a controlled goods clearance and/or the denial or loss of this required clearance by the Controlled Goods Directorate shall be just cause for release from the Company, due to inability to meet the condition of employment. Terminations of this nature shall not be subject to the grievance procedure.

Section 2: The Company will reinstate the seniority of an employee whose denied Controlled Goods Clearance is reinstated by the Directorate, while the employee is still subject to recall. An employee whose Controlled Goods Clearance is denied or revoked shall be solely responsible for initiating and fulfilling all actions associated with the appeal process per guidance and direction provided by the Government. Any employee whose seniority is reinstated under this provision will be reinstated in their previously held job classification where a vacancy exists. If a vacancy does not exist in the employee's previously held classification, they may be reinstated into any lower classification where a vacancy exists and the employee is immediately qualified to perform the required job duties without any training whatsoever.

#### **ARTICLE 34: NON-DISCRIMINATION**

Section 1: The Company agrees to provide equal opportunity for employment and advancement to all qualified persons and there shall be no discrimination by the Company or the Union with regard to rate of pay or with respect to the application of the terms of this Agreement, due to, race, ethnicity, color, religion, national origin, age, sex, pregnancy, disability – mental or physical so long as the essential functions of the job can be performed with or without reasonable accommodation, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, or veteran status.

Section 2: All claims may be submitted to the grievance and arbitration procedures of this Agreement as the sole and exclusive remedy for violations. Arbitrators shall apply appropriate law in rendering decisions based upon claims of discrimination. Any employee who elects to use a remedy at law or agency to seek a remedy outside the grievance and arbitration procedures of this agreement will not be entitled to Arbitration within the context of this provision, and the Union agrees that such matters shall not be pursued through the grievance and arbitration procedures on behalf of the employee.

#### **ARTICLE 35: PARTIAL INVALIDITY**

Section 1: If any provision of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, then such a provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 2: Nothing in the foregoing provisions shall be construed so as to prevent the parties from modifying this Agreement, at any time, pursuant to their mutual, express written consent.

#### **ARTICLE 36: SCOPE OF AGREEMENT**

Section 1: This Agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior agreements, commitments, rules, regulations, and/or practices, whether oral or written, between the Company and the Union, or the Company and any of its employees, existing at any time prior to the execution of this Agreement, and it expresses all obligations of, and restrictions imposed upon the Company and the Union, each with respect to the other. The parties agree that they will not be bound by any past understandings or practices adopted by them or by other companies unless those understandings or practices are agreed to in writing or incorporated in writing in the terms of this Agreement.

Section 2: The former Aveco Collective Bargaining Agreement and any and all local agreements, past practices, understandings, whether written or otherwise, between any prior employer and the Union, or between any prior employer and any individual employee, with or without the knowledge, consent and agreement of the Union shall be null and void and no longer applicable.

#### **ARTICLE 37: DURATION**

This Agreement shall remain in full force and effect from September 1, 2017 until 11:59 p.m. on January 28, 2023 and thereafter for successive periods of one (1) year unless either party shall, prior to expiration, serve a written notice on the other party of a desire to modify or change this Agreement.

**CREW CHIEF  
MEMORANDUM OF UNDERSTANDING  
Between**

**Lockheed Martin Canada, Inc.**

**And**

**Association des travailleurs et travailleuses de Lockheed Martin**

This Memorandum of Understanding (MOU) is entered between Lockheed Martin Canada, Inc., d/b/a Lockheed Martin Commercial Engine Solutions – Montreal ("Company") and Association des travailleurs et travailleuses de Lockheed Martin ("Union") to establish an agreement between the Company and Union (collectively the "Parties") outlining the terms and conditions of the Crew Chief classification identified in Appendix A of the Parties' collective bargaining agreement.

The Parties agree to the following:

1. **Number:** The number of Crew Chiefs within departments will be determined by the Company based on operational needs. The number of Crew Chiefs shall not be subject to the grievance procedure in Article 9 of the Parties' collective bargaining agreement.
2. **Crew Chief Mandate:**
  - a. Possess all qualifications of Level 5 Technician in addition to the ability to lead and direct others.
  - b. Capable to take complete charge of a shift with respect to company policies when the department's supervisor is not present on the shift.
  - c. Responsible for organizing and assigning employee workload to meet daily and weekly planned targets.
  - d. Responsible for self-verifications (6S, ESH, Quality) scoring within area under supervision.
  - e. Monitor training progression logs with employees and work with the supervisors to ensure opportunities for advancement are obtained.
  - f. Crew Chief may have more than one classification or department under their authority.
  - g. Additional duties as assigned which could reasonably be compatible with the function.
3. **Selection:** The Company shall select Crew Chiefs among Level 5 qualified employees. If no employees qualify, the Company may consider employees in classifications lower than Level 5 as long as the employees meet the Crew Chief Mandate identified in Section 2 of this Agreement. The primary factor for selection of a Crew Chief are the employee's qualifications. The Company maintains the right to select Crew Chiefs as best deemed appropriate to meet operational needs. The selection process for Crew Chiefs is not subject to the grievance procedure in Article 9 of the Parties' collective bargaining agreement.
4. **Premium:** An employee functioning as a Crew Chief shall receive an additional \$1.25 per hour in addition to their current applicable hourly rate to perform the Crew Chief function.
5. **Removal:** At the Company's sole discretion, the Company may remove an employee from their role as Crew Chief in the event they do not meet operational needs. Prior to removal, the department's supervisor will meet with the employee for a counseling session to discuss their performance. The employee will have two (2) weeks from the date of the counseling to improve performance. If the employee fails to correct their performance after two weeks they will immediately return to their

former position in the bargaining unit. The removal process for Crew Chiefs is not subject to the grievance procedure in Article 9 of the Parties' collective bargaining agreement.

- 5 **Replacement:** In the event of a vacation or leave of absence of a Crew Chief, the nomination of a replacement is at the sole discretion of the Company in accordance with Section 3 of this Agreement.
- 7 **Authority:** The Crew Chief is responsible with regard to employee safety and quality in accordance with LM Canada Policies. Crew Chief shall notify the department's supervisor of any employee violation of LM Canada Policies or Procedures. Crew Chief will not take any disciplinary action towards bargaining unit employees.



**DISCIPLINE**  
**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Lockheed Martin Canada, Inc.**  
**And**  
**Association des travailleurs et travailleuses de Lockheed Martin**

This Memorandum of Understanding (MOU) is entered between Lockheed Martin Canada, Inc., d/b/a Lockheed Martin Commercial Engine Solutions – Montreal ("Company") and Association des travailleurs et travailleuses de Lockheed Martin ("Union") to establish an agreement between the Company and Union (collectively the "Parties") regarding progressive discipline for all employees in the production and maintenance bargaining unit and clerical bargaining unit employed by the Company in its facility located at 7171 Côte Vertu Ouest, Saint-Laurent (Québec).

The parties agree to the following:

1. When applying progressive discipline for similar incidents:
  - a. The Company will not consider prior discipline issued more than three (3) years from the current incident resulting in disciplinary action; and
  - b. The Company shall have the discretion to discipline at the level deemed appropriate by the Company;
2. Management shall be permitted to utilize previous disciplinary records for the purpose of proving notification as applicable.

**RETIREMENT  
MEMORANDUM OF UNDERSTANDING**

Between  
**Lockheed Martin Canada, Inc.**  
And  
**Association des travailleurs et travailleuses de Lockheed Martin**

This Memorandum of Understanding (MOU) is entered between Lockheed Martin Canada, Inc., d/b/a Lockheed Martin Commercial Engine Solutions - Montreal ("Company") and Association des travailleurs et travailleuses de Lockheed Martin ("Union") to establish an agreement between the Company and Union (collectively the "Parties") to establish a pre-retirement program for all employees in the production and maintenance bargaining unit and clerical bargaining unit employed by the Company in its facility located at 7171 Côte Vertu Ouest, Saint-Laurent (Québec).

The Parties agree to the following:

1. Employees participating in the pre-retirement program will be part-time employees who work between twenty (20) and thirty-nine (39) hours per week.
2. Eligibility for the pre-retirement program:
  - a. Employee must be a minimum age of 53 years;
  - b. Employee may not be employed by another company or personal business while in the program; and
3. Employees may submit their interest in participating in the program during a one-month period commencing on October 1<sup>st</sup> and ending on October 31<sup>st</sup> each year.
  - a. Employees will have to communicate their application to become part time (pre-retiree) by submitting their formal retirement letter indicating the date of retirement.
4. The Company maintains sole discretion to determine the number of employees for each classification within the program.
5. The Company maintains sole discretion to determine which employees will be selected to participate in the program. Selection of employees for the pre-retirement program shall not be subject to the grievance procedure in Article 9 of the Parties' collective bargaining agreement.
6. Employees may participate in the program for no longer than five calendar years.
7. Employees who participate in this program may have the opportunity to return to full-time employment under special circumstances solely at the Company's discretion. In the event an employee returns to full-time status, the employee will not be eligible for the program a second time.

**WORK SCHEDULE  
MEMORANDUM OF UNDERSTANDING**

**Between**

**Lockheed Martin Canada, Inc.**

**And**

**Association des travailleurs et travailleuses de Lockheed Martin**

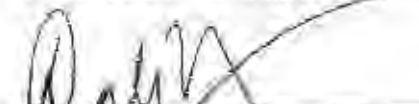
This Memorandum of Understanding (MOU) is entered between Lockheed Martin Canada, Inc., d/b/a Lockheed Martin Commercial Engine Solutions – Montreal ("Company") and Association des travailleurs et travailleuses de Lockheed Martin ("Union") to establish an agreement between the Company and Union (collectively the "Parties") agree to meet no later than six (6) months following full execution of this Agreement or another day mutually agreed upon by the Parties for the purpose of evaluating the feasibility of a 9/80 work schedule implementation.

**9/80 Schedule:** The basic 9/80 work week for employees includes a nine (9) hour work day Monday through Thursday; an eight (8) hour work day Friday; and an "off" Friday every other week. Consideration of the 9/80 schedule includes both an "A" schedule and "B" schedule with alternate off-Friday schedules.

SIGNATURE OF THE PARTIES:

IN WITNESS WHEREOF, the Companies and the Union have caused this agreement to be signed by their authorized representatives:

Lockheed Martin Canada, Inc



Dale Kelly  
Director, Labor Relations



Elliott Jones  
Representative Staff, Labor Relations



Jocelyne Paquette  
Multi Funct. Quality Sr. Mgr.



Aldo Moreau  
Multi Funct. Manufacturing Mgr



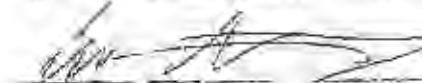
Vasso Kritis  
Prod / Ping / Mill / CU Assoc. Mgr.



Rene Giroux  
Sr. Representative, Labor Relations



Tom Guz  
Sr. Representative, Labor Relations



Brian Stewart  
Sr. Representative, Labor Relations

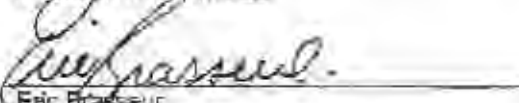


Elizabeth McKinney  
Representative, Labor Relations

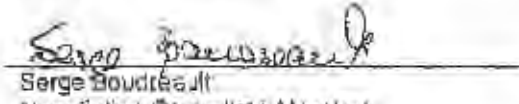
Association des travailleurs et travailleuses  
de Lockheed Martin



Michel Gervé  
President IAT (AM) Fisa



Eric Brassieur  
Secretary I'ATTLM Fisa



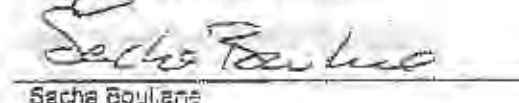
Serge Boudreau  
Negotiation Committee Member



Yan Laquais  
Negotiation Committee Member



Sylvain Maris  
Negotiation Committee Member



Sacha Boulane  
Negotiation Committee Member



Gerald Lapierre  
Fisa Union Ad / sor

## APPENDIX A: PROGRESSION

All qualifications required for the employee to progress within his classification are in a document titled "Progression and Qualifications". This document is the reference for establishing the employee's training path.

K:\04c Kelly Quality Management System\Collective Agreement - Appendix 9 - Employee progression

### AERO TECHNICIANS

LEVELS	PRE-REQUISITES		
	TIME	POINTS	LEVELS
T1			Hiring pre-requisites (eg. EMAM)
T2	6 months		T1
T3	6 months		T2
T4	6 months		T3
L1	6 months		T4
L2	12 months	60	L1
L3	12 months	90	L2
L4	18 months	110	L3
L5	18 months	140	L4

### Administrative Production Support

LEVELS	PRE-REQUISISTS		
	TIME	POINTS	LEVELS
L1		0	n/a
L2	12 months	35	L1
L3	12 months	115	L2
L4	18 months	205	L3
L5	18 months	270	L4

### Administrative Technical Support

LEVELS	PRE-REQUISISTS		
	TIME	POINTS	LEVELS
L1		0	n/a
L2	12 months	65	L1
L3	12 months	115	L2
L4	18 months	170	L3
L5	18 months	190	L4

## MACHINISTS

LEVELS	PRE-REQUISITES		
	TIME	POINTS	LEVELS
T1			Hiring pre-requisites (eg. DEP)
T2	6 months		T1
T3	6 months		T2
T4	6 months		T3
L1	6 months		T4
L2	12 months	40	L1
L3	12 months	70	L2
L4	18 months	100	L3
L5	18 months	120	L4

**REPAIR TECHNICIANS - SHEET METAL**

LEVELS	PRE-REQUISITES		
	TIME	POINTS	LEVELS
T1			Hiring pre-requisites (eg. DEP)
T2	6 months		T1
T3	6 months		T2
T4	6 months		T3
L1	6 months		T4
L2	12 months	80	L1
L3	12 months	120	L2
L4	18 months	170	L3
L5	18 months	220	L4



PAINTER			
LEVELS	PRE-REQUISITES		
	TIME	POINTS	LEVELS
T1			Hiring pre-requisites (eg. DEP)
L1	6 months		T1
L2	12 months	35	L1
L3	12 months	60	L2
L4	18 months	85	L3
L5	18 months	100	L4

LEVELS	PRE-REQUISITES		
	TIME	POINTS (min)	LEVELS
T1			Hiring pre-requisites (eg. DEP)
L1	6 months		T1
L2	12 months	80	L1
L3	12 months	130	L2
L4	18 months	200	L3
L5	18 months	230	L4

#### REPAIR TECHNICIANS - WELDING

LEVELS	PRE-REQUISITES		
	TIME	POINTS	LEVELS
T1			Hiring pre-requisites (eg. DEP)
T2	6 months		T1
T3	6 months		T2
T4	6 months		T3
L1	6 months		T4
L2	12 months	40	L1
L3	12 months	70	L2
L4	18 months	100	L3
L5	18 months	120	L4

### STORES / WAREHOUSE

LEVELS	PRE-REQUISISTS		
	TIME	POINTS	LEVELS
L1		0	n/a
L2	12 months	50	L1
L3	12 months	125	L2
L4	18 months	180	L3
L5	18 months	220	L4

### CLEANING/BLASTING

LEVELS	PRE-REQUISITES		
	TIME	POINTS	LEVELS
T1			Hiring pre-requisites (eg. DEP)
L1	6 months		T1
L2	12 months	30	L1
L3	12 months	70	L2
L4	18 months	120	L3
L5	18 months	150	L4

## ELECTRO-MECHANICAL TECHNICIANS

LEVELS	PRE-REQUISITES		
	TIME	POINTS	LEVELS
T1			Hiring pre-requisites (eg. DEP)
L1	6 months		T1
L2	12 months	125	L1
L3	12 months	250	L2
L4	18 months	400	L3
L5	18 months	600	L4

QUALIFICATIONS	POINTS	LEVELS	REQUIREMENTS
	N/A	A1	Aerospace education and/or practical background
Fluorescent Penetrant Inspection (FPI)	5	L1 (5 points)	1 Qualification / 5 + required exams
Magnetic Particle Inspection (MPI)	5		
Eddy Current Inspection (ECI)	5		
Ultrasound (UT)	5		
RT	5		
Fluorescent Penetrant Inspection (FPI)	5	L2 (10 points)	2 Qualifications / 10 points + required exams
Magnetic Particle Inspection (MPI)	5		
Eddy Current Inspection (ECI)	5		
Ultrasound (UT)	5		
RT	5		
Fluorescent Penetrant Inspection (FPI)	5	L3 (15 points)	3 Qualifications / 15 points + required exams
Magnetic Particle Inspection (MPI)	5		
Eddy Current Inspection (ECI)	5		
Ultrasound (UT)	5		
RT	5		
Fluorescent Penetrant Inspection (FPI)	5	L4 (20 points)	4 Qualifications / 20 points + required exams
Magnetic Particle Inspection (MPI)	5		
Eddy Current Inspection (ECI)	5		
Ultrasound (UT)	5		
RT	5		
Fluorescent Penetrant Inspection (FPI)	5	L5 (25 points)	5 Qualifications / 25 points + required exams
Magnetic Particle Inspection (MPI)	5		
Eddy Current Inspection (ECI)	5		
Ultrasound (UT)	5		
RT	5		
	N/A	CREW CHIEF	Company discretion minimum 2 Qualifications / 10 points